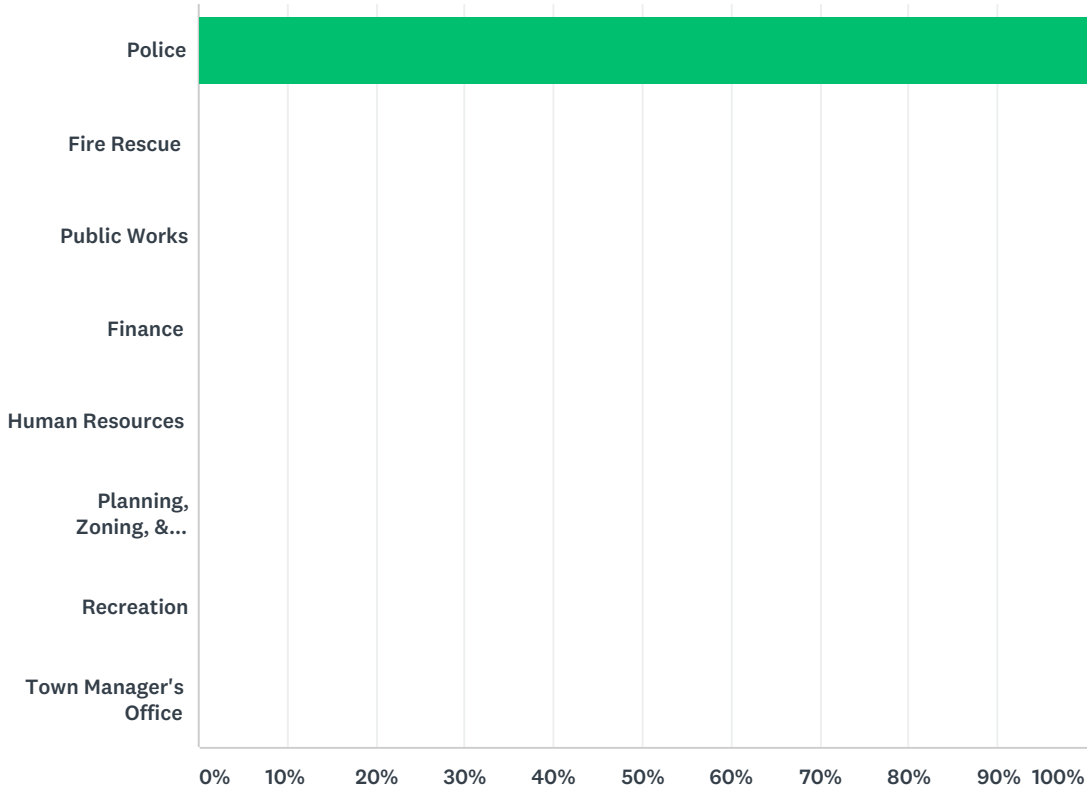


Q1 What department did you work in?

Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Police	100.00%	9
Fire Rescue	0.00%	0
Public Works	0.00%	0
Finance	0.00%	0
Human Resources	0.00%	0

Planning, Zoning, & Building	0.00%	0
Recreation	0.00%	0
Town Manager's Office	0.00%	0
TOTAL		9

Q2 What retirement group were you a member of during employment?

Answered: 0 Skipped: 9

New Question for FY19

 No matching responses.

ANSWER CHOICES	RESPONSES	
Police Officer (all ranks)	0.00%	0
Firefighter (all ranks)	0.00%	0
General Employee or Lifeguard	0.00%	0
Non-Retirement Group (part-time employment without retirement benefits)	0.00%	0
TOTAL		0

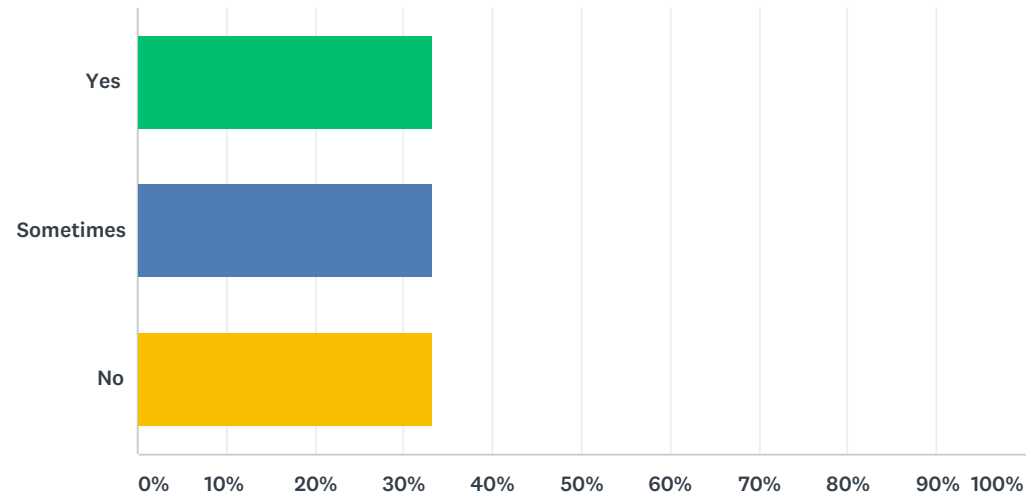
Q3 What was your job title? (this question may be left blank, and we recommend doing so if your job title was unique within the Town, to ensure your anonymity)

Answered: 9 Skipped: 0

#	RESPONSES	DATE
1	Sergeant	9/10/2018 10:18 PM
2	Officer	5/4/2018 10:46 AM
3	Police Officer	5/4/2018 10:45 AM
4	Officer	5/3/2018 6:18 PM
5	Master Mechanic	5/3/2018 2:34 PM
6	Police Officer	5/2/2018 2:04 PM
7	Officer	7/26/2017 1:57 PM
8	911 telecommunicator	7/26/2017 9:58 AM
9	Telecommunicator	4/24/2017 6:39 PM

Q4 Did you enjoy working at the Town of Palm Beach?

Answered: 9 Skipped: 0



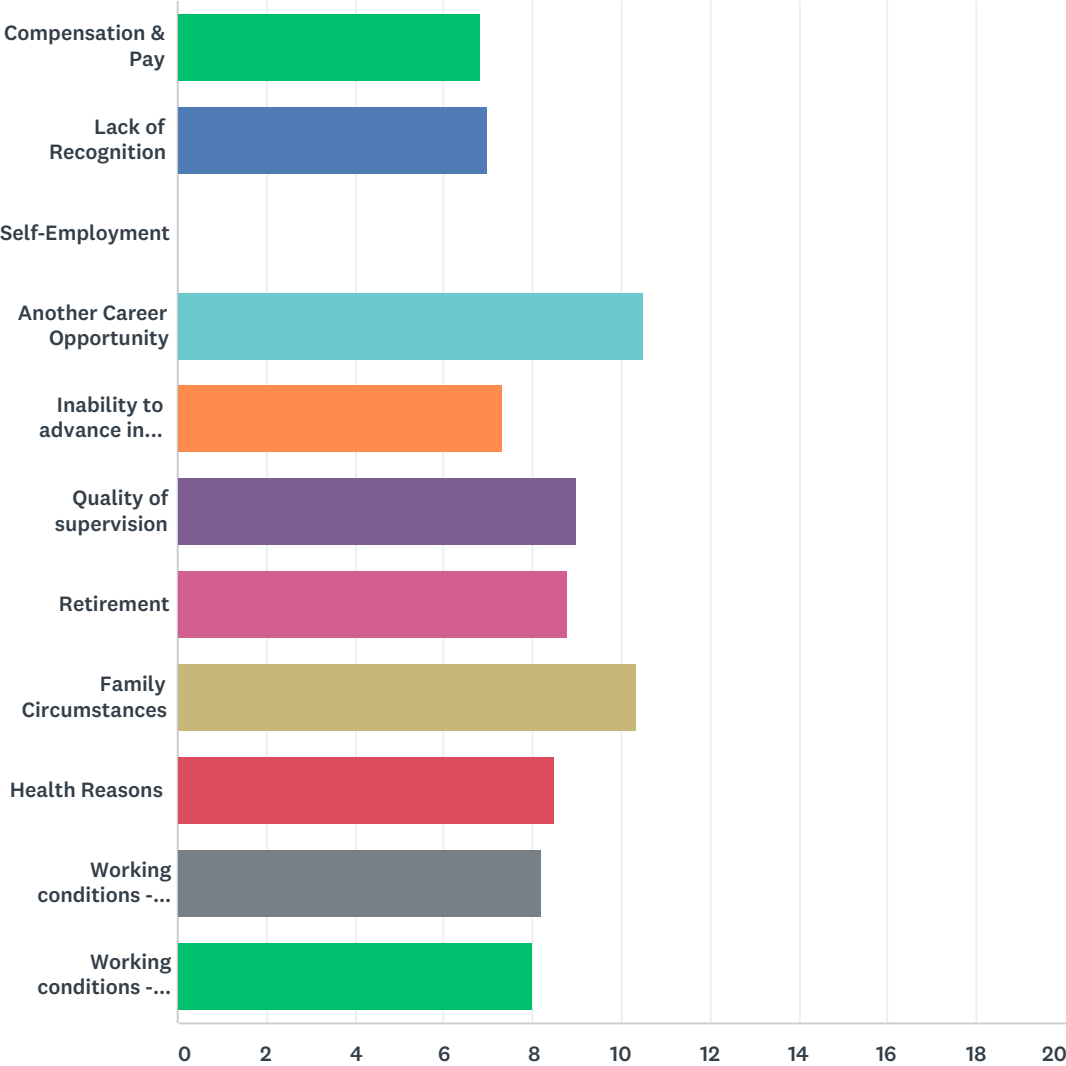
ANSWER CHOICES	RESPONSES	
Yes	33.33%	3
Sometimes	33.33%	3
No	33.33%	3
TOTAL		9

#	PLEASE EXPLAIN YOUR RESPONSE BELOW	DATE
1	The department leadership and town leadership do not allow this department to effectively and ethically provide law enforcement services to the town residents and those who visit. The department is out of touch with modern policing practices. Furthermore, there are no benefits, salary or otherwise, that make working in the department worthwhile for current or future employees compared to those offered by other agencies within the county, state, and country.	5/4/2018 10:46 AM
2	Supervisors were too concerned with the issuance of citations and micro-managed their subordinates. They also seemed to fear the supervisors on the second floor.	5/4/2018 10:45 AM

3	There are some many aspects that did not make my time with the Town not enjoyable it would take many pages. Here are a few with the short version of the answer. Leadership- Very lacking, from the top down to the sergeant's level. With a few exceptions there is not any leadership in that agency. There are many managers there but true leadership is lacking, especially now with the new upper administration. Equipment- cars are ridiculous, the fact that they are hot seated (run 24 hrs a day). The Town is the only agency in south Florida of it's size that doesn't have assigned or take home cars. The existing vehicles are falling apart. The computers are mounted in the vehicles and are not user friendly. The cars have to be disinfected everyday. The rifles are also not practical, they are kept in the trunk and not accessible if needed in an emergency, etc Wages and pension: The pension is well belong industry standards and for an agency where 20% if the property taxes come back to the city, which is the highest in the state. In 2016 the average police pension made between 10-14%. The Town made 3%. The pension board has no oversight or checks and balances in place. There is no one from the police department on the board which is unheard of. There are so many shady things the board does, it is only a matter of time when it catches up to the Town. Moral: Awful. I don't think you could find one person in the agency that thinks moral or working conditions are good. These are just a couple of the highlites. There are so many other issues along with more details of the ones listed I could speak about.	5/3/2018 6:18 PM
4	Until the Town Council pension "reform", the job was great. I thought the pension reduction was a bad knee jerk reaction and was over done. We did not need to lead the entire county in cost cutting. Essentially, I was not given the benefits that were promised at the time of my employment start.	5/3/2018 2:34 PM
5	Was horrible leadership needs new direction.	5/2/2018 2:04 PM
6	I would have preferred a face to face exit interview to discuss several important issues.	7/26/2017 1:57 PM
7	The trainers answers would change from one to another. Also was made to feel stupid by a supervisor on a daily basis. As I did make mistakes which should happen in training there was trained personal in the room that made huge mistakes such as releasing a booted car to a person while not doing the correct procedure and allowing a car with a seize tag order to go without running it in fcic,while also not collecting all the payment that was due. Once this was done she blamed everything except herself for this error and lack of judgement by a supervisor. This supervisor also called the captain on duty a micromanaging bitch in front of the entire dispatch center. Also I felt I was doing well I made an error and sent an email to all of public works which was a mistake and was blasted by multiple employees as well as the the lead supervisor due to it making her look bad. After that happened I was told I had two days to get it together or I was going to be let go. Then the lead supervisor told me that she would give me two weeks to get it together and after only one week I was brought into the directors office and given the choice to be fired or quit. This was not my first dispatch center I have worked in. I took a call for an a.c. unit leaking large amounts of water into an apartment and store on Worth ave. This is a fire service call a police officer will not be able to do anything on this. A fire call was put in and I was told that was wrong it was a police call. After a few minutes the officer on scene called for the fire department to deal with this. My training told me it was a pd call and the flooding was a problem for the owners. The next day I took a call for a pipe leaking water in a front yard. I put call in for the pd due to the call the day before and was told it was a fire call by my trainer. This would confuse anyone.	7/26/2017 9:58 AM

Q5 Identify in order of importance, your primary reason(s) for separation of employment?

Answered: 8 Skipped: 1



	1	2	3	4	5	6	7	8	9	10	11	N/A	TOTAL	SCORE
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Town of Palm Beach Separation of Employment Survey

SurveyMonkey

Compensation & Pay	0.00% 0	25.00% 2	0.00% 0	0.00% 0	0.00% 0	12.50% 1	12.50% 1	0.00% 0	12.50% 1	0.00% 0	0.00% 0	37.50% 3	8	6.80
Lack of Recognition	0.00% 0	0.00% 0	0.00% 0	0.00% 0	25.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	75.00% 6	8	7.00
Self-Employment	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 8	8	0.00
Another Career Opportunity	12.50% 1	12.50% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	75.00% 6	8	10.50
Inability to advance in career	0.00% 0	0.00% 0	0.00% 0	12.50% 1	25.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	62.50% 5	8	7.33
Quality of supervision	25.00% 2	25.00% 2	0.00% 0	0.00% 0	0.00% 0	25.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	25.00% 2	8	9.00
Retirement	25.00% 2	12.50% 1	12.50% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12.50% 1	0.00% 0	0.00% 0	37.50% 3	8	8.80
Family Circumstances	25.00% 2	0.00% 0	12.50% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	62.50% 5	8	10.33
Health Reasons	0.00% 0	0.00% 0	12.50% 1	12.50% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	75.00% 6	8	8.50
Working conditions - non benefit related	12.50% 1	0.00% 0	12.50% 1	25.00% 2	0.00% 0	0.00% 0	12.50% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	37.50% 3	8	8.20
Working conditions - benefit related	0.00% 0	12.50% 1	25.00% 2	12.50% 1	0.00% 0	0.00% 0	0.00% 0	12.50% 1	0.00% 0	0.00% 0	0.00% 0	37.50% 3	8	8.00

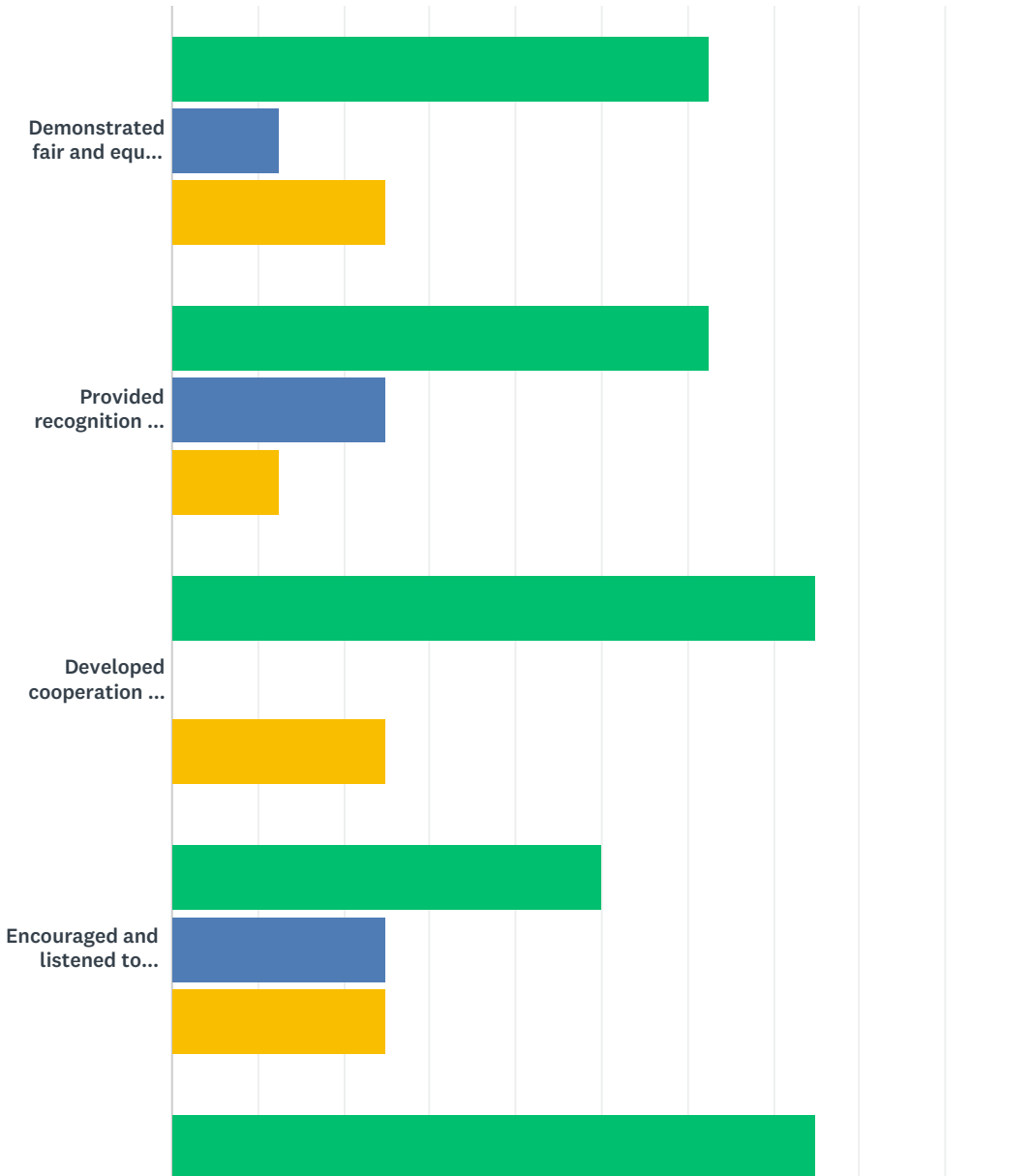
Q6 Please provide comments regarding your reasons for separation of employment.

Answered: 8 Skipped: 1

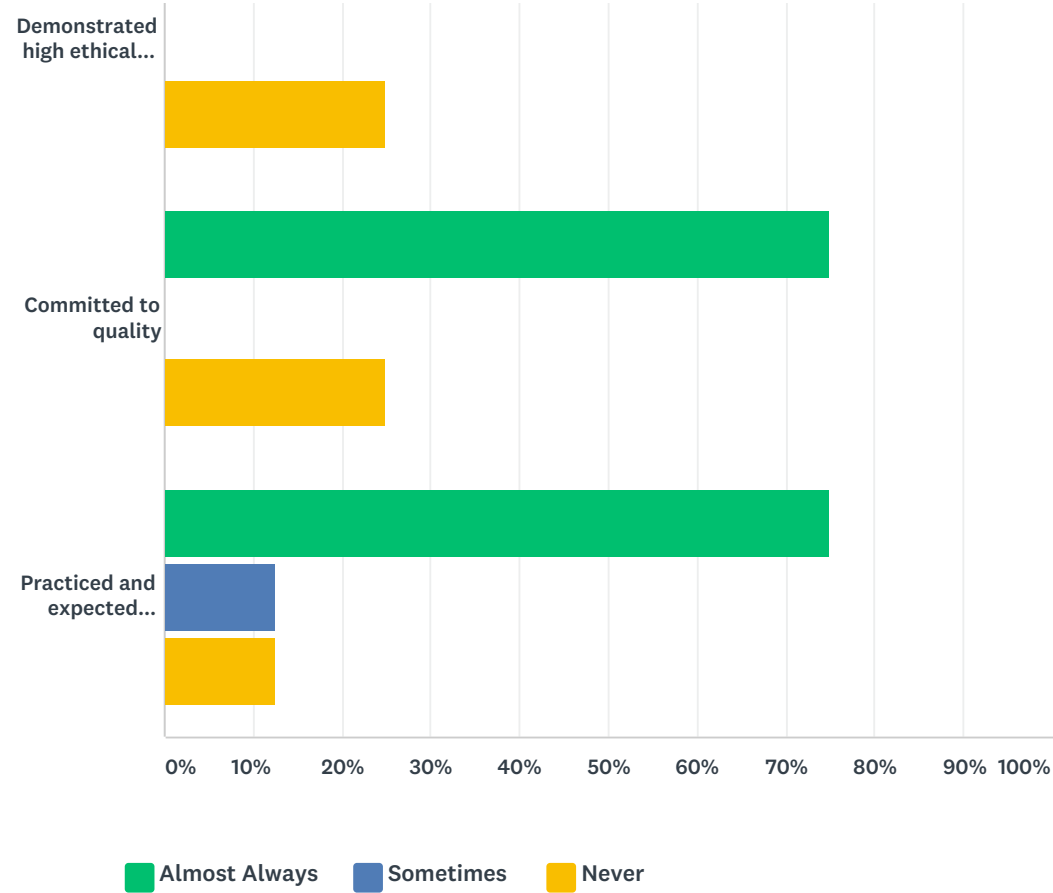
#	RESPONSES	DATE
1	See previous comments.	5/4/2018 10:48 AM
2	Lack of leadership and benefits	5/4/2018 10:48 AM
3	As listed in previous comments, this agency is has no leadership, only managers that don't manage that well.	5/3/2018 6:23 PM
4	Decided to retire when reaching 65 instead of waiting an extra year for end of DROP period. No real reason to stay longer since retirement was fixed in the DROP program anyway. Always enjoyed working for the PD, however and was happy to serve the Officers and the Town.	5/3/2018 2:41 PM
5	The agency is a walking civil rights violation full of leadership that has only ever worked on the island. If anything serious ever happens there I pray for that community because the officers are not adequately trained	5/2/2018 2:08 PM
6	Absolutely zero succession plan. Rehiring retired staff to fill positions available to fully capable employed staff. Leaving no room for advancement .	7/26/2017 2:03 PM
7	The training changed and as I did have experience I was treated by some as a black sheep or as if they could not have the time to help another teammate out	7/26/2017 10:04 AM
8	I relocated to care for ailing parents.	4/24/2017 6:40 PM

Q7 What did you think of your direct supervisor in regard to the following?

Answered: 8 Skipped: 1







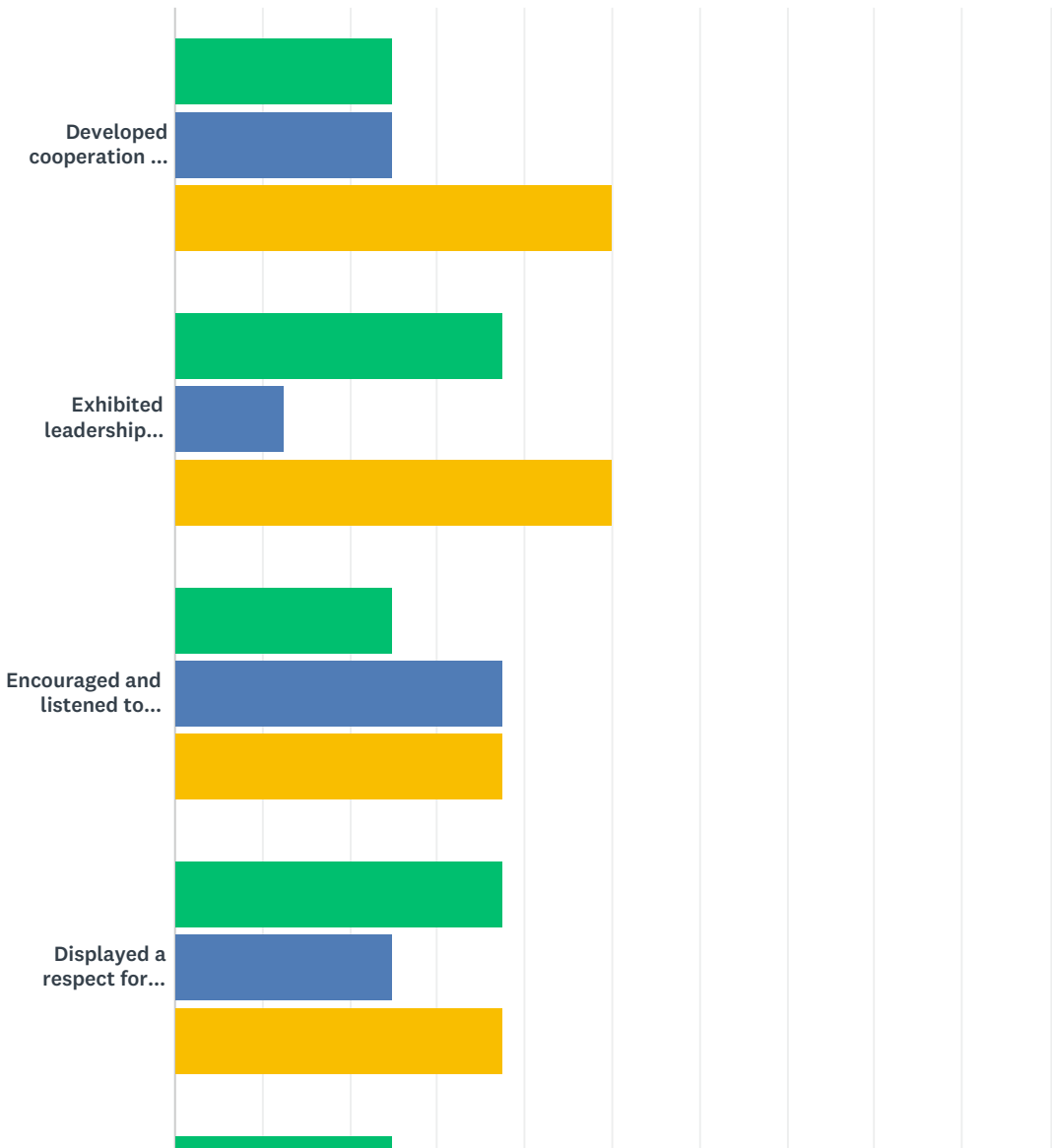
	ALMOST ALWAYS	SOMETIMES	NEVER	TOTAL
Demonstrated fair and equal treatment	62.50% 5	12.50% 1	25.00% 2	8
Provided recognition on the job	62.50% 5	25.00% 2	12.50% 1	8
Developed cooperation and teamwork	75.00% 6	0.00% 0	25.00% 2	8
Encouraged and listened to suggestions	50.00% 4	25.00% 2	25.00% 2	8
Followed policies and procedures	75.00% 6	12.50% 1	12.50% 1	8

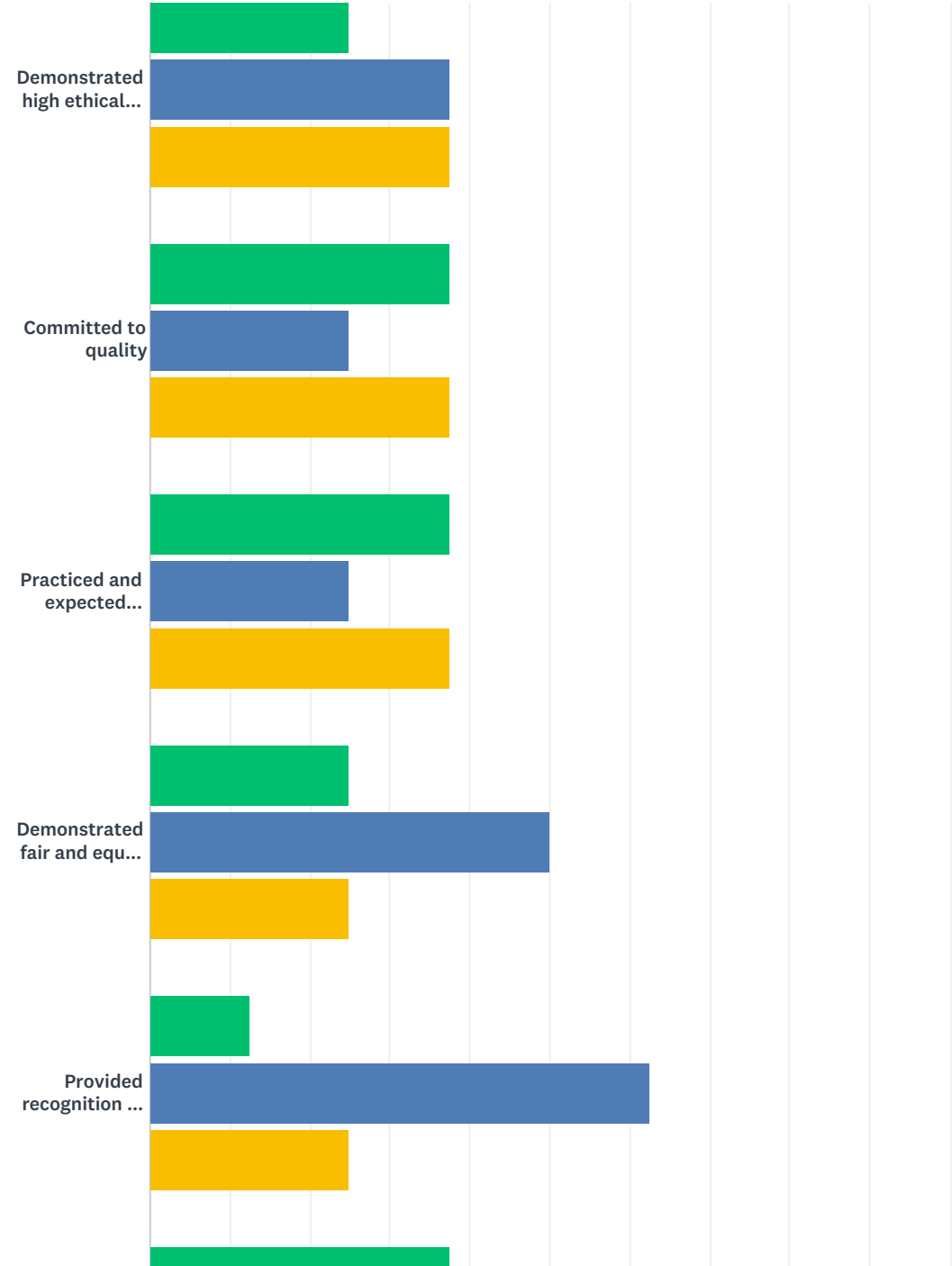
Communicated needed information in a timely manner	75.00% 6	12.50% 1	12.50% 1	8
Resolved complaints and problems	75.00% 6	12.50% 1	12.50% 1	8
Exhibited leadership qualities	50.00% 4	25.00% 2	25.00% 2	8
Displayed a respect for everyone	75.00% 6	12.50% 1	12.50% 1	8
Demonstrated high ethical standards	75.00% 6	0.00% 0	25.00% 2	8
Committed to quality	75.00% 6	0.00% 0	25.00% 2	8
Practiced and expected personal responsibility and accountability	75.00% 6	12.50% 1	12.50% 1	8

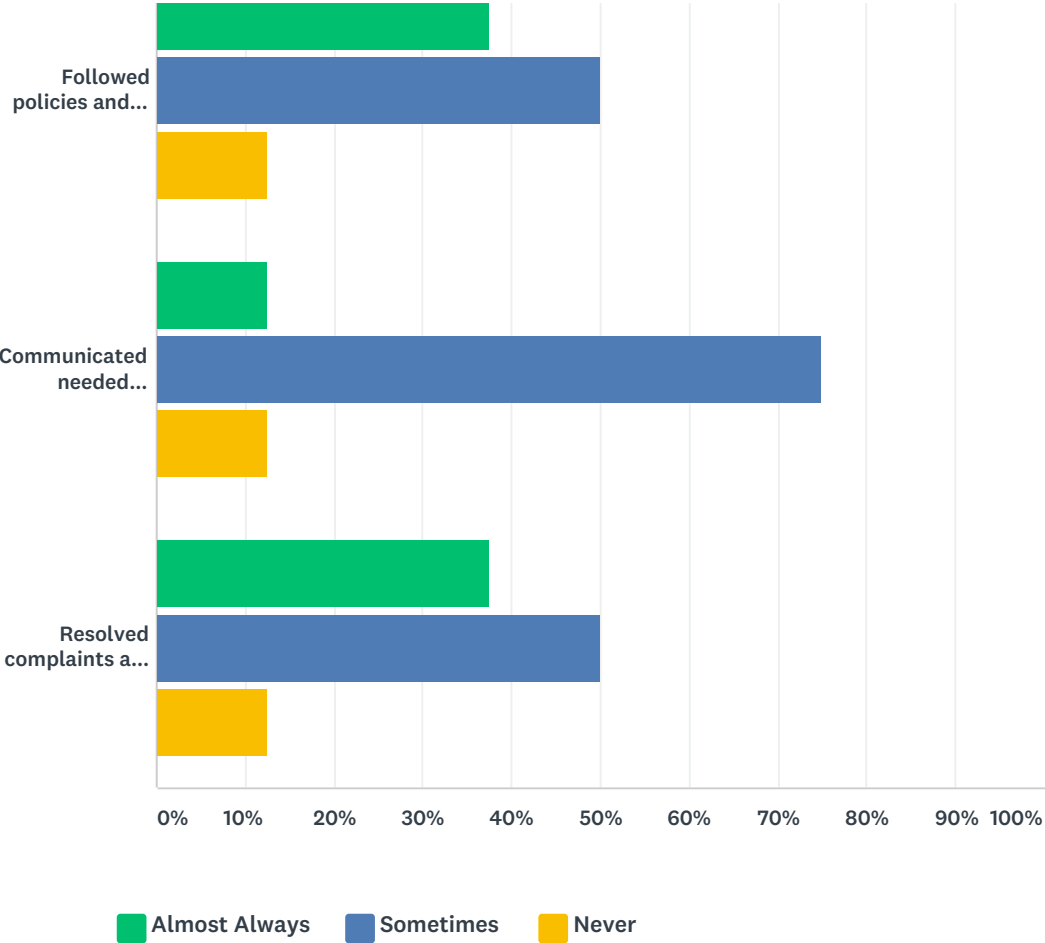
#	PLEASE PROVIDE COMMENTS, ESPECIALLY FOR ANY OF THE ABOVE MARKED EITHER SOMETIMES OR NEVER.	DATE
1	Just prior to my departure from the PD, I worked for Mike Dawson and Scott Duquette. Both men cared for the men and women they supervised and reflected a positive image to the Department. Some of the other Sergeants at the Department were very afraid of what "upstairs" would think and would not look out for the Officers' best interest.	5/4/2018 10:55 AM
2		5/4/2018 10:51 AM
3	My immediate supervisor and chain of command was awful. Sgt Pagan is almost the highest form of micromanager you can think of, except at the time captain Taylor. They had no ability to lead only to dictate and manage schedule and daily activities.	5/3/2018 6:26 PM
4	Todd was the best supervisor I have ever worked with. He was always fair and considered my input and suggestions for performing automotive service in a effective and professional manner.	5/3/2018 2:47 PM
5	Sgt Kendall Sgt Rothrock Are both top notch	5/2/2018 2:09 PM
6	I have already answer these inn an earlier section	7/26/2017 10:06 AM
7	Christine Cunningham is an amazing leader. She is the definition of a strong, fair, productive leader who is well respected by all her personnel.	4/24/2017 6:44 PM

Q8 What did you think of senior management (eg. your supervisors' boss) in regard to the following?

Answered: 8 Skipped: 1







	ALMOST ALWAYS	SOMETIMES	NEVER	TOTAL
Developed cooperation and teamwork	25.00% 2	25.00% 2	50.00% 4	8
Exhibited leadership qualities	37.50% 3	12.50% 1	50.00% 4	8
Encouraged and listened to suggestions	25.00% 2	37.50% 3	37.50% 3	8
Displayed a respect for everyone	37.50% 3	25.00% 2	37.50% 3	8

Town of Palm Beach Separation of Employment Survey

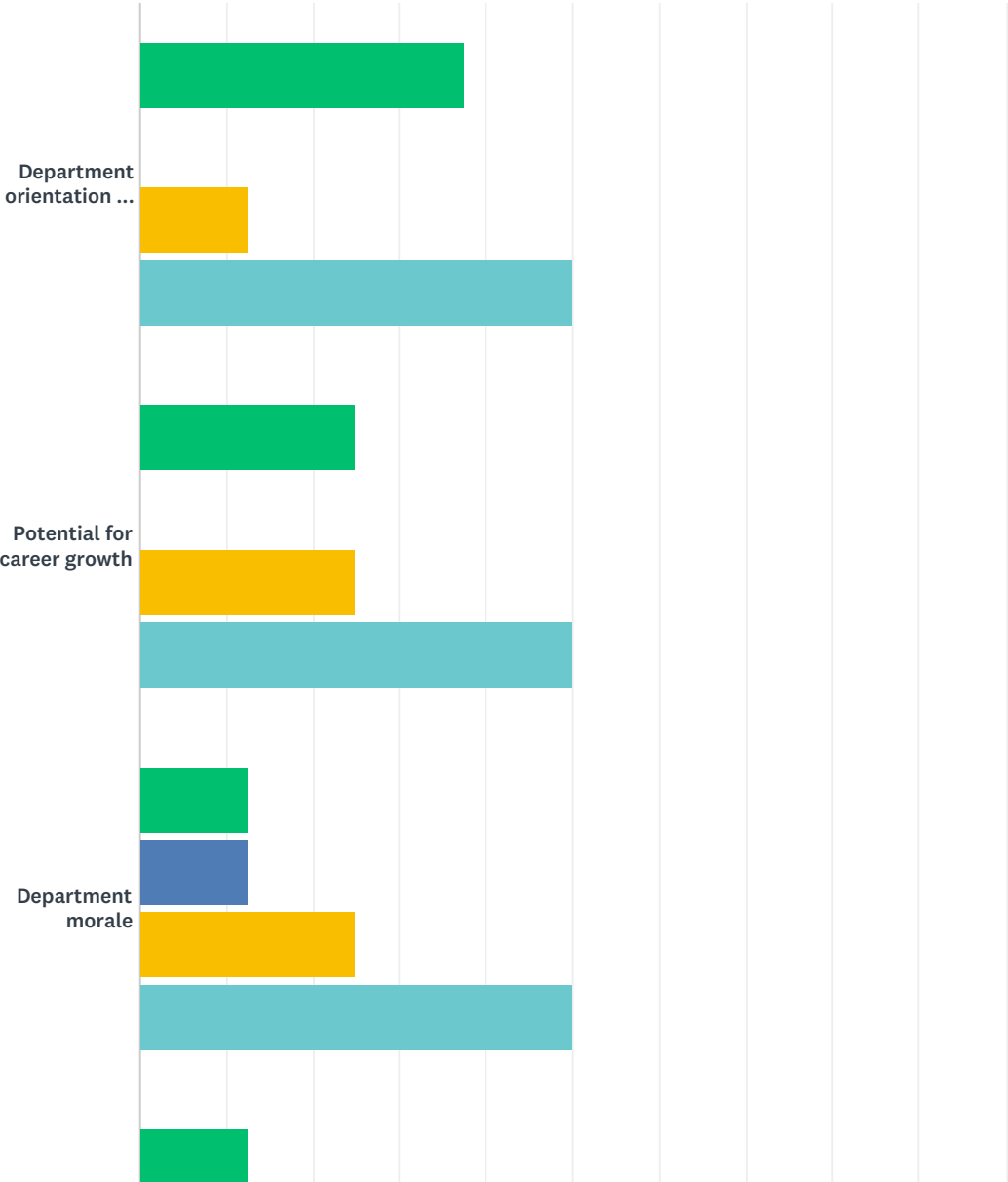
SurveyMonkey

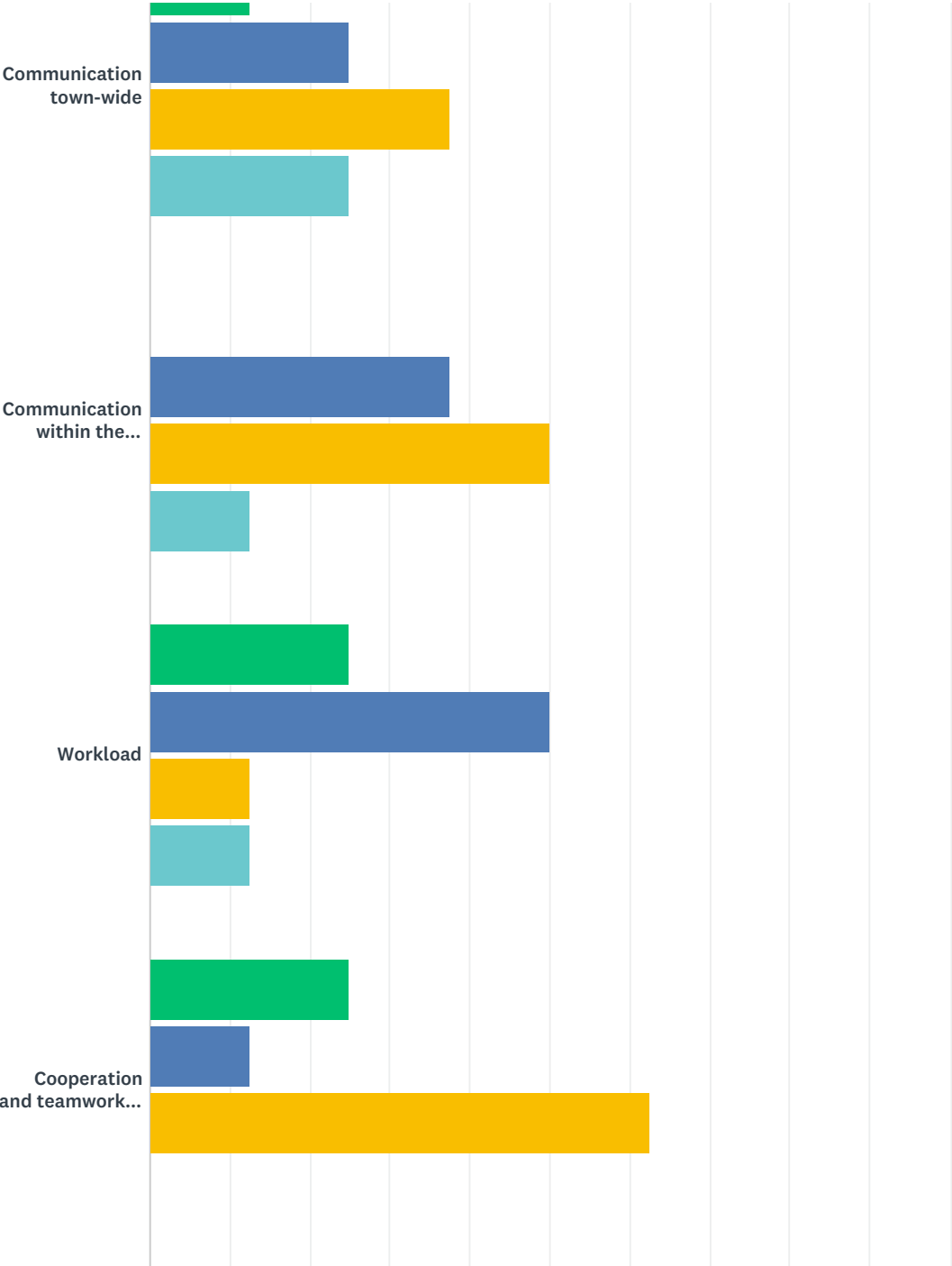
Demonstrated high ethical standards	25.00% 2	37.50% 3	37.50% 3	8
Committed to quality	37.50% 3	25.00% 2	37.50% 3	8
Practiced and expected personal responsibility and accountability	37.50% 3	25.00% 2	37.50% 3	8
Demonstrated fair and equal treatment	25.00% 2	50.00% 4	25.00% 2	8
Provided recognition on the job	12.50% 1	62.50% 5	25.00% 2	8
Followed policies and procedures	37.50% 3	50.00% 4	12.50% 1	8
Communicated needed information in a timely manner	12.50% 1	75.00% 6	12.50% 1	8
Resolved complaints and problems	37.50% 3	50.00% 4	12.50% 1	8

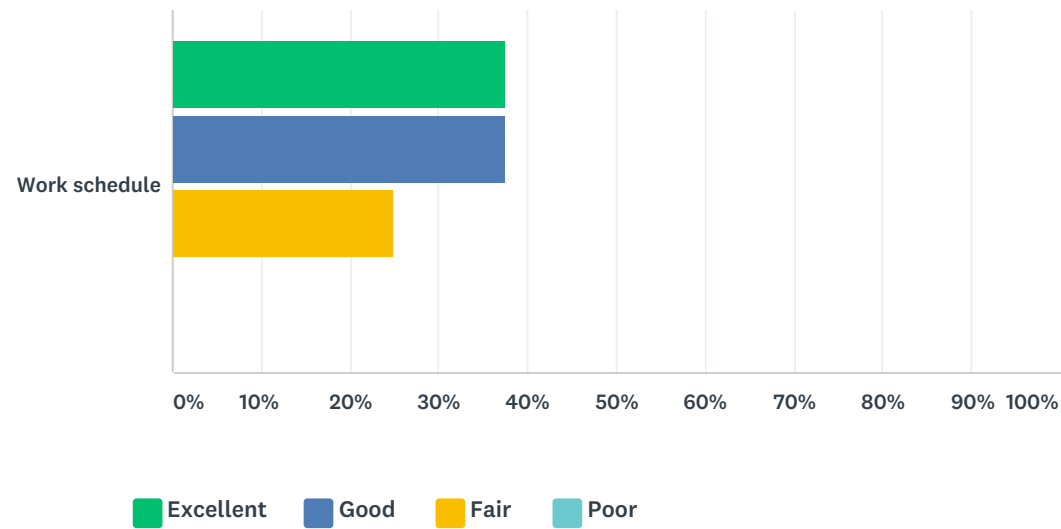
#	PLEASE PROVIDE COMMENTS, ESPECIALLY FOR ANY OF THE ABOVE MARKED EITHER SOMETIMES OR NEVER.	DATE
1	There was an "A" team and a "B" team. I don't need to say anything else.	5/4/2018 10:57 AM
2		5/4/2018 10:51 AM
3	Ethics is a major flaw in that agency. Supervisors allow officers to violate people's civil right and boarderline criminal activity. They don't address the officers that potentially creating major civil liability to the city	5/3/2018 6:29 PM
4	Too many so called "emergencies" that needed immediate attention. Many were not related to my job description (automotive). The immediate need for action was often due to lack of proper planning in advance, thereby causing a cascading effect of other planned repairs and services being delayed. Basically, last minute notices from quite a few different departments, of services needed just before a vehicle was needed to go on a road trip, for example.	5/3/2018 3:00 PM
5	Time for a change you've lost 28 officers in two years blame needs to fall on the chief IE the new "town manager".	5/2/2018 2:10 PM
6	Would be glad to speak about this at length.	7/26/2017 2:05 PM
7	The police staff was great,dispatch not so much	7/26/2017 10:07 AM

Q9 What do you think about the following in relation to your job?

Answered: 8 Skipped: 1







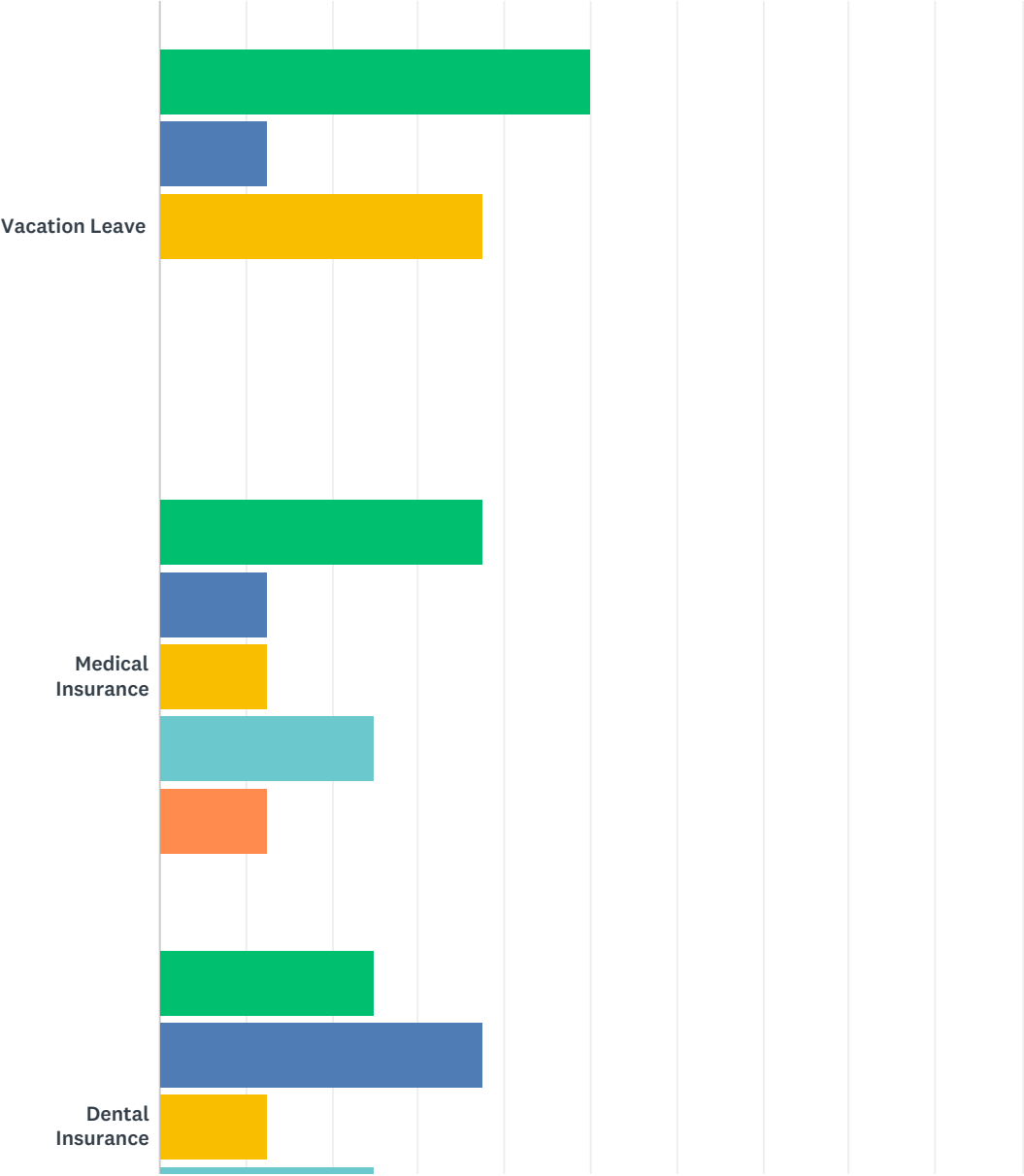
	EXCELLENT	GOOD	FAIR	POOR	TOTAL
Department orientation and on-the-job training	37.50% 3	0.00% 0	12.50% 1	50.00% 4	8
Potential for career growth	25.00% 2	0.00% 0	25.00% 2	50.00% 4	8
Department morale	12.50% 1	12.50% 1	25.00% 2	50.00% 4	8
Communication town-wide	12.50% 1	25.00% 2	37.50% 3	25.00% 2	8
Communication within the department	0.00% 0	37.50% 3	50.00% 4	12.50% 1	8
Workload	25.00% 2	50.00% 4	12.50% 1	12.50% 1	8
Cooperation and teamwork in your department	25.00% 2	12.50% 1	62.50% 5	0.00% 0	8
Work schedule	37.50% 3	37.50% 3	25.00% 2	0.00% 0	8

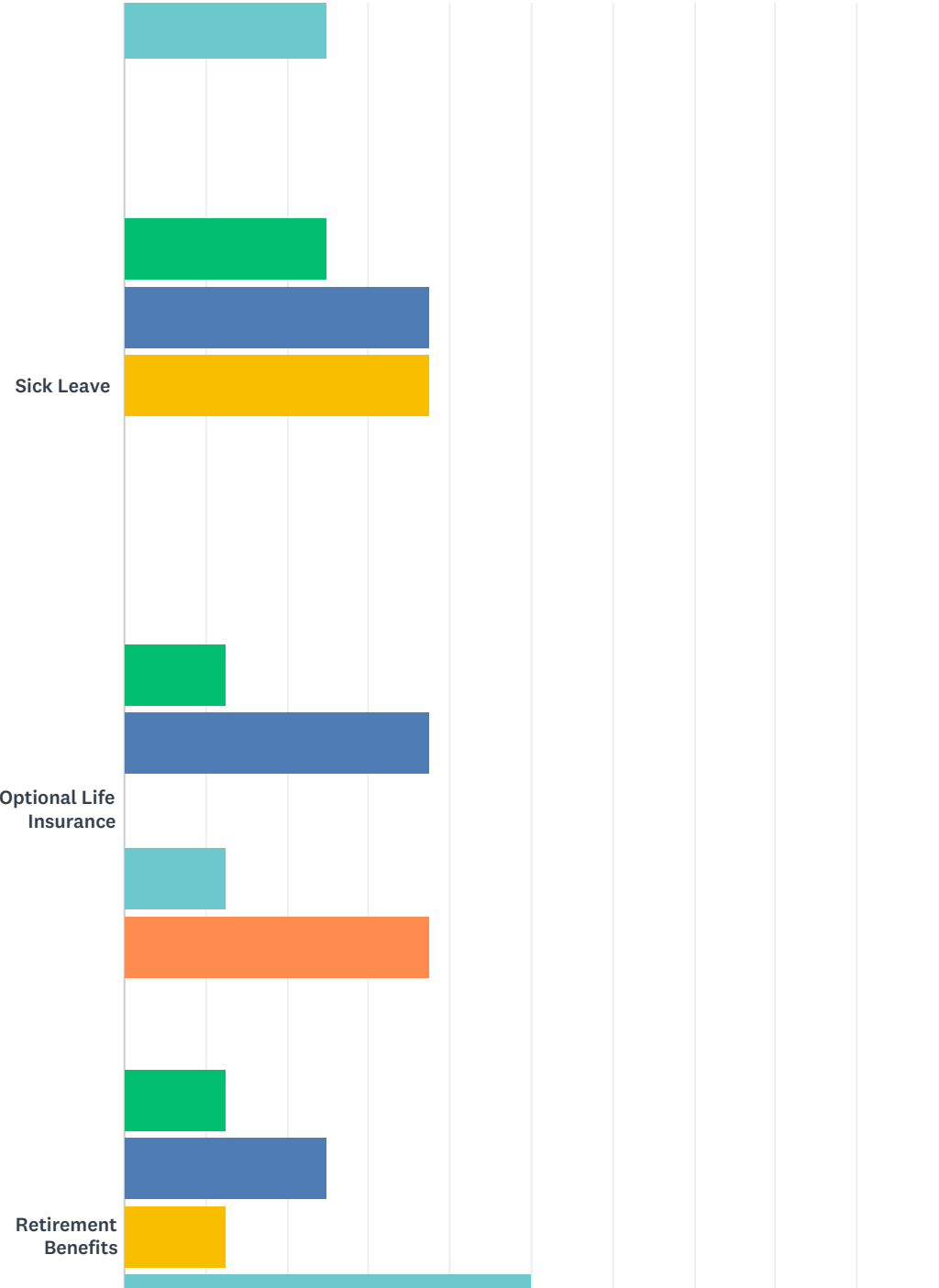
#	PLEASE PROVIDE COMMENTS, ESPECIALLY FOR ANY OF THE ABOVE MARKED EITHER FAIR OR GOOD.	DATE
1	Some of the FTO's seemed to enjoy observing the officers they were training fail. The benefits and pay were horrible.	5/4/2018 11:00 AM
2		5/4/2018 10:52 AM

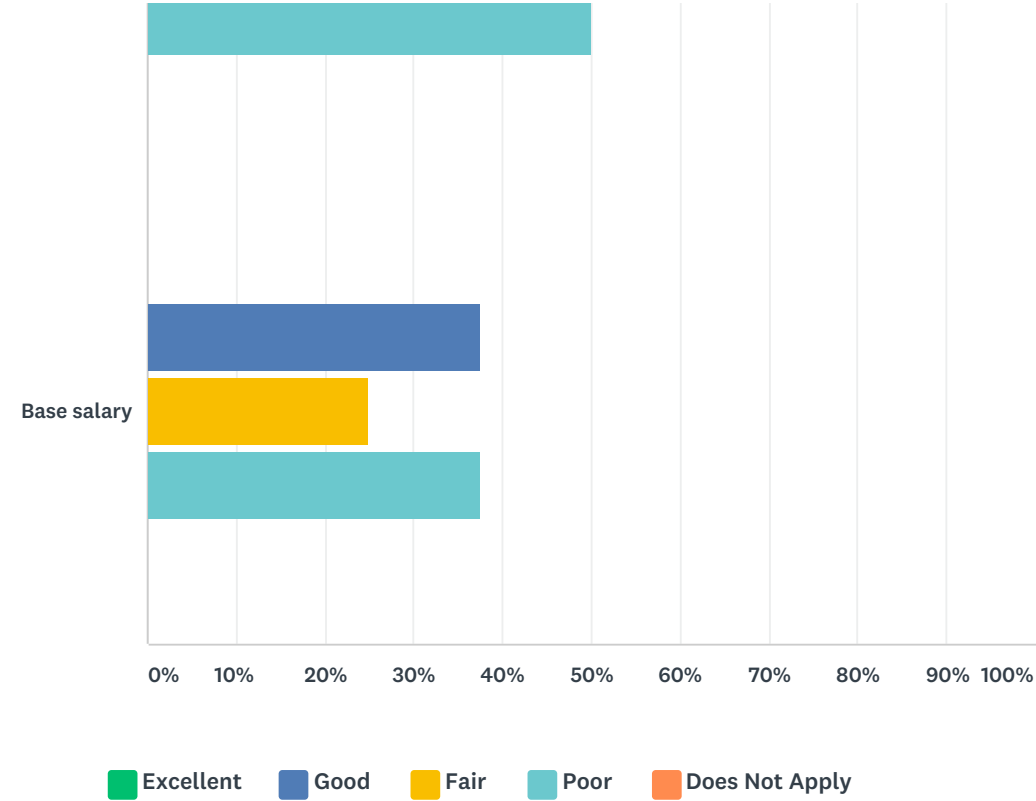
3	PD has too many new employees leaving shortly after hiring. Morale was lower than when I started in 2004. Most of the new officers discovered better benefits with County Sheriff and other PD's in the area. Everyone expected to take over the duties of other, non related jobs that were not filled or under staffed. I did not have any experience in some of the jobs I was asked to do. Mechanic is not the same as carpenter, building repair, etc.	5/3/2018 3:12 PM
4	The officers in general hate working for PBPB however most are stuck due to being vested	5/2/2018 2:11 PM
5	Please call for additional information.	7/26/2017 2:06 PM

Q10 How did you feel about the salary and benefits provided?

Answered: 8 Skipped: 1







	EXCELLENT	GOOD	FAIR	POOR	DOES NOT APPLY	TOTAL
Vacation Leave	50.00% 4	12.50% 1	37.50% 3	0.00% 0	0.00% 0	8
Medical Insurance	37.50% 3	12.50% 1	12.50% 1	25.00% 2	12.50% 1	8
Dental Insurance	25.00% 2	37.50% 3	12.50% 1	25.00% 2	0.00% 0	8
Sick Leave	25.00% 2	37.50% 3	37.50% 3	0.00% 0	0.00% 0	8
Optional Life Insurance	12.50% 1	37.50% 3	0.00% 0	12.50% 1	37.50% 3	8
Retirement Benefits	12.50% 1	25.00% 2	12.50% 1	50.00% 4	0.00% 0	8

Base salary	0.00%	37.50%	25.00%	37.50%	0.00%	8
	0	3	2	3	0	

#	PLEASE PROVIDE COMMENTS, ESPECIALLY FOR ANY OF THE ABOVE MARKED EITHER FAIR OR POOR.	DATE
1	Salary should have been higher and the retirement benefits were among the worst in the state.	5/4/2018 11:02 AM
2	\$40 co pays. Ridiculous I now have \$5 co pays with better insurance and my premiums are one third what I was paying in the Town for family coverage.	5/3/2018 6:31 PM
3	Retirement benefits cut due to abuse of the "Plan A" retirement system with excessive overtime for some departments.	5/3/2018 3:17 PM
4	Benefits are the worst for a LEO in the state of FI	5/2/2018 2:12 PM
5	Vested employees should have been grandfathered in the old pension plan.	7/26/2017 2:07 PM

Q11 What was the greatest challenge you faced in your position?

Answered: 8 Skipped: 1

#	RESPONSES	DATE
1	Dealing with supervisors who were constantly afraid.	5/4/2018 11:06 AM
2	.	5/4/2018 10:54 AM
3	Dealing with poor supervisor	5/3/2018 6:32 PM
4	Working with Fire Department. Vehicles were quite a bit different.	5/3/2018 3:31 PM
5	N/A	5/2/2018 2:15 PM
6	Facing a command staff with no moral or ethical compass.	7/26/2017 2:10 PM
7	One of the supervisors	7/26/2017 10:08 AM
8	None	4/24/2017 6:48 PM

Q12 Where did you secure employment after working at the Town of Palm Beach?

Answered: 0 Skipped: 9

#	RESPONSES	DATE
	There are no responses.	

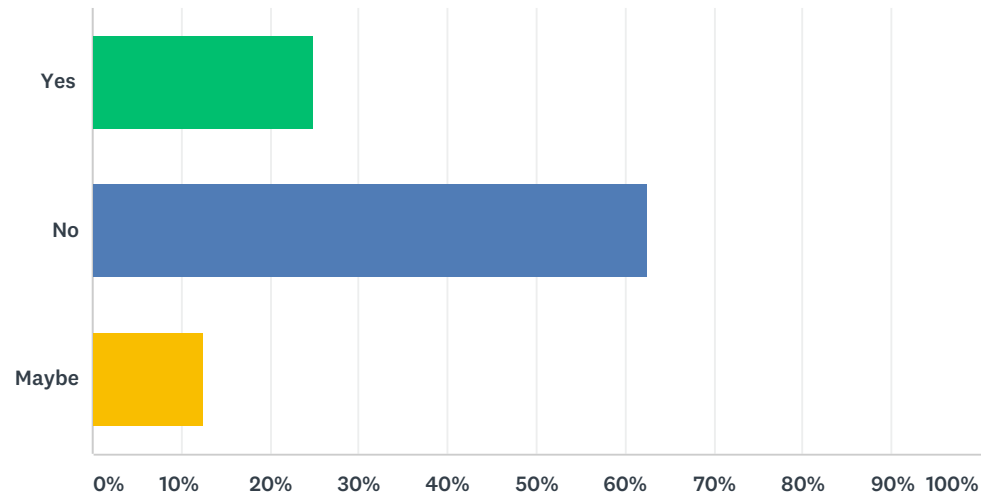
Q13 What does your new job offer that your job at the Town did not?

Answered: 8 Skipped: 1

#	RESPONSES	DATE
1	Better pay and leadership.	5/4/2018 11:06 AM
2	.	5/4/2018 10:54 AM
3	Better insurance, better leadership from top to bottom.	5/3/2018 6:32 PM
4	Retirement is way better than the best day working. :>)	5/3/2018 3:31 PM
5	Career Take home car Insurance FRS More pay Excellent leadership Benefits for family if I die in the line of duty Equipment Training Growth	5/2/2018 2:15 PM
6	A kind caring staff which empowers and encourages rather than ruling by fear.	7/26/2017 2:10 PM
7	Respect from all management	7/26/2017 10:08 AM
8	None	4/24/2017 6:48 PM

Q14 Would you reconsider employment with the Town at a future date?

Answered: 8 Skipped: 1



ANSWER CHOICES	RESPONSES
Yes	25.00% 2
No	62.50% 5
Maybe	12.50% 1
TOTAL	8

#	WHY OR WHY NOT?	DATE
1	I would come back if pay and benefits improved. Also, if supervisors allowed officers to actually "serve and protect" instead of basing performance on criminal citations and marijuana arrests.	5/4/2018 11:06 AM
2	Only if police command staff was removed	5/3/2018 6:32 PM
3	I don't wish to work in the same automotive field at my age.	5/3/2018 3:31 PM

Q15 Please use the following section to share any other comments with the Town regarding your employment?

Answered: 3 Skipped: 6

#	RESPONSES	DATE
1	Great place to work. Wish the town manager and Council had considered their long term, valuable employees with a better "grandfather" provision before chopping benefits so dramatically.	5/3/2018 3:31 PM
2	The PBPD is a walking civil rights violation you have leadership pushing and demand stats which is illegal. I pray FDLE is never contacted.	5/2/2018 2:15 PM
3	None	4/24/2017 6:48 PM